

# Code of Conduct

## for suppliers

In accordance with the **code of conduct of Treibacher Group** - of which Tribotecc GmbH is a member - we work along a sustainable supply chain with our suppliers, whom we see as our partners. The Treibacher Group has set itself the goal of continuously working on product and solution sustainability by combining economic success, social responsibility and environmental protection in business activities and by enabling our customers to meet the current and future needs of society.

The objective of our strategy of efficient, responsible sourcing is to work with our suppliers to enhance their contribution to sustainability along our supply chain. We expect our suppliers to fully comply with applicable laws and to follow internationally recognized environmental, social and corporate governance ("ESG") standards. We also expect our suppliers to use their best efforts to implement these standards in relationships with their vendors and suppliers. In particular, we expect you as our supplier to acknowledge, support and comply with the following standards. These are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration of Fundamental Principles and Rights at Work.

### Environment

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally compatible development and manufacture of your products, as well as their transport, use and disposal.
- You protect the lives and health of your employees and neighbours, as well as the public, from hazards that may emanate from your manufacturing processes and products.
- You use resources efficiently, use energy-efficient and environmentally friendly technologies, and reduce your waste as well as emissions to air, water and soil.
- You reduce the impact of your operations on biodiversity, climate change and water scarcity.

### Society

- You support the protection of internationally proclaimed human rights, combat forced labour (this includes modern slavery and human trafficking) as well as child labour.
- You support the right to organize and the right of collective bargaining in accordance with applicable laws.
- You treat your employees with respect and create a workplace that is free from harassment or abuse of any kind, free from harsh and inhumane treatment, and free from unlawful practices or discrimination.
- You allow your employees or other stakeholders to report concerns or potentially unlawful practices in the workplace.
- You adhere to minimum wages and working hours in accordance with local laws and ensure a living wage consistent with local living standards.
- You do not supply products that contain conflict minerals that directly or indirectly finance or support armed groups and cause human rights abuses, as described in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD DDG"). We expect you to comply with your due diligence obligations applicable to mineral supply chains in accordance with the OECD DDG recommendations.

### Governance

- You comply with all applicable national and international trade laws and regulations, including, without limitation, antitrust laws and regulations, trade control legislation and sanctions regimes.
- You view corporate integrity as the foundation for your business relationships.
- You prohibit any kind of bribery, corruption and money laundering.
- You prohibit gifts to private or public officials that are intended to influence business decisions or otherwise en-

courage them to violate their obligations.

- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- You implement appropriate compliance management systems that support adherence to applicable laws, rules and standards.
- You accept our currently applicable General Terms and Conditions (GTCs) and any specific requirements included in an order.

### **Quality**

- You ensure that product quality and product safety meet the applicable requirements using appropriate management systems.
- You voluntarily implement measures to enhance your quality management system and have committed to include measures required by us to ensure product safety.
- You grant employees of the Treibacher Group access to your production facilities for purposes of conducting audits and, if requested, provide corresponding documented information and supporting documents.
- You accept our applicable quality requirements for suppliers.
- You voluntarily inform us of expected risks and changes in your quality management system as well as changes in your certification status.
- You actively support the Treibacher Group in identifying potential improvements, such as alternative sustainable packaging materials, etc.

Ensuring adherence to the principles of sustainable development along our supply chain is very important to us. You may acknowledge the principles set out above or demonstrate your commitment to them through your own Code of Conduct or company policy that incorporates these standards. Treibacher Group reserves the right to conduct audits or assessments to ensure your compliance with the principles described above.

If you have any concerns about the circumstances of mineral extraction (such as abuses and complaints regarding child labour, forced labour, inhumane treatment) and the trade and handling of these minerals in conflict and high risk areas and their export from conflict and high risk areas, please contact us using the following e-mail address:

[TT\\_Conflict\\_minerals@tribotecc.com](mailto:TT_Conflict_minerals@tribotecc.com)

**YOU are part of this supply chain – the Treibacher Group is counting on your commitment!**

For further information and details, please refer to:

[Link to homepage](#)